

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
DEPUTY SHERIFFS BARGAINING UNIT
AND
THE COUNTY OF SIERRA

January 1, 2017
to
December 31, 2020

SECTION 1- PREAMBLE

1.1 PARTIES

This Memorandum of Understanding is entered into by and between the County of Sierra, a political subdivision of the State of California, (hereinafter referred to as the "County"), and the Sierra County Deputy Sheriffs Bargaining Unit, (hereinafter collectively referred to as the "Union" or "Bargaining Unit" as the context requires).

1.2 PURPOSE

It is the purpose of this Memorandum of Understanding (hereinafter referred to as the "MOU") to achieve and maintain harmonious relations between the County and the Union, to provide for equitable and peaceful adjustment of the differences that may arise, and to establish wages, hours, and other conditions of employment.

This MOU is further intended to address matters that are subject to collective bargaining pursuant to provisions of the Myers-Milias-Brown Act (Government Code 3505 et seq.) as to all of the employees that have been previously designated as represented by the Union (under Resolution No. 95-276, and any amendments thereto). This MOU supersedes all previous MOUs as executed by and between the parties.

SECTION 2 - RECOGNITION

2.1 EXCLUSIVE REPRESENTATIVE

The County recognizes the Union as the exclusive bargaining agent for all County employees in the Sierra County Deputy Sheriffs Bargaining Unit, except for the position of Undersheriff (which is designated by County as Management.)

2.2 NEW OR RECLASSIFIED POSITIONS

All new full-time sworn peace officer positions other than the Undersheriff, and all full-time non-sworn employees of the Sheriff's Office shall be deemed to be within the Sierra County Deputy Sheriffs Bargaining Unit. In the event that the County wishes to make any other assignment, the County and Union shall meet as necessary for the purpose of discussing assignment to a bargaining unit. Such assignments to a bargaining unit shall be made by the County only after meeting and conferring with the Union in advance of any such decision.

SECTION 3 - UNION RIGHTS

3.1 MEETINGS

- (a) Employee Contact. Union representatives shall have the right to contact individual employees working within the bargaining unit on matters of

Union business. Contact may be made at the work site of the employee during normal business hours with prior approval of the employee's supervisor. Such contacts shall be kept to a minimum in order not to unreasonably interrupt County business. Such approval shall not be unreasonably denied.

- (b) Any authorized representative of the Union shall be permitted to conduct employee meetings on matters within the scope of representation, in County facilities, before and after shifts and during meal periods providing that reasonable notice be given to the Department Manager or designee in advance.
- (c) The Union shall have use of County facilities for meetings of off duty employees and the Union, provided that the Union has requested the facility reasonably in advance of the meeting and has received approval of use from the department in charge of the facility, on the same basis as other organizations. In no case shall County offices or facilities containing sensitive or confidential information or equipment be used.

3.2 COMMUNICATIONS

The Union shall have the right to reasonable use of space on County bulletin boards and the County mail system. The Union shall have use of the County telephone system to communicate with departmental employees provided that the Union pays all costs of such use.

3.3 EMPLOYEE LABOR RELATIONS TRAINING

Two (2) Union members from each unit shall be allowed one (1) day off with pay and benefits each year to attend training regarding labor and employee-employer relations. The two employees in each unit shall be designated by the Union, which shall notify the County at least thirty (30) days prior to the date of such training. The County shall not be responsible for any travel and per diem costs relating to such training.

3.4 DISCRIMINATION

The County agrees not to discriminate against any employee for his/her activity on behalf of, or for his/her membership in the Union, provided however, such activity is conducted in accordance with the County Code and with any MOU in effect between the Union and the County. This shall not affect the right of County to discipline employees for cause in accordance with the County Code.

3.5 AGENCY SHOP

Pursuant to the provisions of Government Code Section 3502.5, upon certification of majority support of the employees in the bargaining unit, the employer shall agree to implement an agency shop consistent with the provisions of Section 3502.5. Such certification may consist of

any of the following:

- (a) Voluntary membership of at least seventy-five percent (75%) of the eligible employees in the bargaining unit,
- (b) A petition signed by at least a simple majority (fifty percent plus one) of the eligible employees in the bargaining unit, or
- (c) The approval of at least a simple majority (fifty percent plus one) of the employees who cast ballots in a secret ballot election conduct in accordance with Section 3502.5 in favor of an agency shop.

SECTION 4 - MANAGEMENT RIGHTS

The County shall have the exclusive right to determine the merits, necessity and organization of any service or activity of County Government all as set forth in the County Code and/or under State law. Unless State Law, County Code or this MOU expressly require the exercise of any right or power affecting employees to be made subject to meeting and conferring with the Union, all such rights and powers are expressly reserved to management. Management rights as set out below may be exercised by County without meeting and conferring with the Union. In its determination of matters concerning the management or administration of County government the County shall retain the exclusive decision-making authority in relation to, but not limited by, the following:

- (a) Determine and modify the organization of County government and its constituent work units.
- (b) Determine the nature, standards,, levels and mode of delivery of services to be offered to the public.
- (c) Determine the methods, means and the numbers and kinds of personnel by which services are to be provided.
- (d) Determine whether goods or services shall be made, purchased or contracted for.
- (e) Direct employees, including scheduling and assigning work and overtime.
- (f) Establish employee performance standards and to require compliance therewith.
- (g) Discharge, suspend, demote, reduce in pay, reprimand, withhold salary increases and benefits, or otherwise discipline employees where warranted.
- (h) Relieve employees from duty because of lack of work or lack of funds or for other legitimate reasons.

- (i) Implement rules, regulations and directives consistent with law and the specific provisions of the MOU.
- (j) Take all necessary actions to protect the public and carry out its mission in emergencies. In any matter regarding emergencies which affect items of meet and confer, the County shall notify the Union as soon as possible.

SECTION 5 — COMPLETE AGREEMENT AND WAIVER

The parties acknowledge that they have had an opportunity to meet and exchange proposals pursuant to the collective bargaining statutes and County policies and that this agreement represents the complete agreement of the parties made pursuant to that bargaining process. The parties further acknowledge that the intent is that this MOU shall have a term from January 1, 2017 through December 31, 2020. Except, as set forth next, neither party shall have an obligation to negotiate with the other during the term of this MOU.

Notwithstanding the foregoing, in the event there is a material change in the County's fiscal condition, including but not limited to the County's general fund, the parties agree that either side may request that negotiations be reopened by providing the other party thirty (30) days advance written notice of the request to reopen, along with a statement of the issues that are to be discussed in any such negotiations. It is agreed that any request to reopen must be for the purpose of addressing the changes to the County's fiscal position and shall include specific proposals as to what changes, if any, should be made to the wages and benefits to employees due to the change. Any such request to reopen negotiations shall only be made during window periods of (1) 45 days preceding the adoption of the preliminary budget; (2) 45 days preceding the date of the hearings on the adoption of the County budget; or (3) within 30 days following the adoption of the final budget. In the event that any request is made to reopen, the other party shall have an additional 20 days in which to bring forward any issues that the party may have in response to the request to reopen negotiations concerning fiscal issues.

SECTION 6 - SALARY AND BENEFITS

6.1 SALARIES

Salary for all employees shall be in the amounts shown on the attached wage tables.

Table "1": reflects the wages in effect as of January 25, 2017, which implements an additional 2 1/2% wage increase.

Table "2": reflects the wages in effect as of January 25, 2018, which implements an additional 2% wage increase.

Table "3": reflects the wages in effect as of January 25, 2019 which implements an additional 2% wage increase.

Table "4": reflects the wages in effect as of January 25, 2020 which implements an additional 2% wage increase.

6.1.1. SHIFT DIFFERENTIAL PAY

Any employee who works a work shift during either the swing or graveyard shift shall receive additional pay for the hours worked during such period. The compensation paid for either shift period shall be called the "shift differential pay," in accordance with the following.

- (a) For each shift during which a regular full-time employee works during swing shift, such employee shall receive shift differential pay so that the employee's full compensation for such time, including shift differential pay, amounts to one hundred and five percent (105%) of such employee's regular hourly rate. For the purpose of this subsection, the swing shift shall mean a shift of eight hours where one-half or more of the shift is between the hours of 6:00 p.m. to 12 p.m.
- (b) For each shift during which a regular full-time employee works during the graveyard shift, such employee shall receive shift differential pay so that the employee's full compensation for such time, including shift differential pay, amounts to one hundred and ten percent (110%) of such employee's regular hourly rate. For the purpose of this subsection, the graveyard shift shall mean a shift of eight hours where one-half or more of the shift is between the hours of 12:00 p.m. to 6:00 a.m.

6.1.2 — FTO SUPPLEMENTAL TRAINING PAY

Full-time personnel occupying the position (rank) of Deputy Sheriffs II and Correctional Officers/Dispatchers II and above shall receive an additional 5% in pay calculated from their base pay, during such times (and only during the times) that they are required to and actually serve as a field training officer for the purpose of training a newly hired deputy sheriff or correctional officer/dispatcher.

6.2 HEALTH INSURANCE

6.2.1 SELECTION OF HEALTH INSURANCE COVERAGE & BENEFITS

- (a) County will be entitled to select the provider of health insurance programs offered to employees. If the health insurance provider makes any changes to the coverage provided under the health insurance plans(s) provided to employees, then the County shall offer to meet and confer with employees with regard to any changes to the health insurance plan coverage and level of benefits for the employees, to the extent that such changes are within the control of the County (short of opting out of the plan). The Health Insurance provider selected by the County may require that each employee in the represented bargaining unit be enrolled as a member of the plan, as a condition of employment.
- (b) During the term of this MOU County shall contribute up to a maximum of

\$1,020.00 for the health insurance for each full-time employee, including as applicable, his or her dependents. Should the excise tax as out lined in the Affordable Care Act (ACA), commonly referred to as the "Cadillac tax," become effective during the term of this MOU, the amount of County contribution shall be reduced to \$1 below what is considered a high-cost employer sponsored health plan. In the event that this occurs, the County agrees to meet and confer and bargain in good faith regarding the County health care contributions within 30 days of the reduction of County contributions. Notwithstanding the foregoing, in the event that the employee is enrolled in a health insurance plan at a cost that is less than the maximum, the County shall pay only the cost of such insurance on behalf of the employee. Employees will be individually responsible for the cost of health insurance in excess of the County's maximum contributions as per above.

- (c) Permanent part-time employees working less than full-time but at least fifty percent (50%) of a full-time employee (FTE) will have the portion of the County contribution reduced in proportion to the percentage of full-time employee worked by the respective employee and the employee shall pay the remaining portion of the cost of any of said health insurance plans.
- (d) The employee share of health insurance payments shall be withheld by the County from each employee's paycheck each month.

All employees will be required to be enrolled in one of the County health insurance programs; provided however, to the extent permitted under the insurance program selected by the County, employees will be given the opportunity to decline insurance based upon the employee having insurance from another source which shall meet the minimum insurance provisions that are otherwise required to be provided by an employer under the Affordable Care Act and any implementing regulations so that the County will not be subject to any penalties or taxes due to such employees not having acceptable health insurance. In any case in which an employee declines coverage per the above policy, a certificate to that effect may be required by County on a form to be provided, stating that the employee has one of the alternative forms of health insurance coverage, per above, and providing such proof of coverage as is reasonable necessary to verify that it complies with this provision.

6.2.2 RESPONSIBILITY FOR HEALTH INSURANCE PREMIUMS UPON EXPIRATION OF MOU

In the event that the parties fail to enter into a new MOU prior to the expiration of the current MOU, the County shall continue to contribute to health insurance as set forth in Section 6.2.1, until a new MOU is adopted or the parties fail to reach an agreement on a new MOU following the meet and confer process.

6.3 LIFE INSURANCE

During the term of this MOU, County shall continue to pay the full monthly premium for Life Insurance for each full-time employee that is party to this MOU for \$50,000 coverage; provided, however, that based on the terms of the policy of the selected insurance carrier the \$50,000 coverage may decline with age for employees 65 years of age or older. In the event that the parties are unable to negotiate a successor agreement at the end of the term of this MOU, the County shall continue to provide this benefit until a new MOU is adopted or the parties fail to reach an agreement on a new MOU following the meet and confer process. County reserves the right to change the insurance carrier selected to provide life insurance.

6.4 HOLIDAY PAY

Full time employees in the Sheriff's Office (including the correction's officers, deputy sheriffs and administrative staff) and the Probation Department shall receive eight (8) hours of holiday pay for each holiday listed in County Personnel Code — Section 3.09.030.

SECTION 7 - RETIREMENT

7.1. PUBLIC EMPLOYEES RETIREMENT SYSTEM

The County is a member of the California Public Employees Retirement System. The County participates, by contract, in the Public Employees Retirement System (PERS). The County also participates in the federal social security system.

7.2 PERS CONTRIBUTIONS FOR SWORN (SAFETY) EMPLOYEES

The County shall continue the three percent (3%) at age 55 benefit for sworn peace officers who are enrolled in the PERS safety employee plan whose date of hire was before January 1, 2013. Employees shall continue to pay 9% of their gross pay towards their PERS retirement costs.

Employees hired by the County as permanent employees on or after January 1, 2013, and who constitute new members (to PERS) as defined in Government Code Section 7522.04, such employees will participate in 2.7% at age 57 retirement plan through PERS (reference - Government Code Section 7522.25). Such employees shall be required to pay the applicable employee contribution towards the PERS retirement costs as may be established from time to time by PERS.

Employees hired by the County as permanent employees on or after January 1, 2013, and who do not constitute new members (to PERS) as defined in Government Code Section 7522.04, such employees will participate in 3% at age 55 retirement plan and such employees shall pay 9% of their gross pay towards their PERS retirement costs.

The County will continue its participation in the federal social security system.

7.3 PERS CONTRIBUTIONS FOR NON-SWORN EMPLOYEES

The County shall continue the 2.7 percent (2.7%) at age 55 benefit for permanent employees (other than those that are public safety employees under Section 7.2, above) enrolled in the PERS miscellaneous plan whose date of hire was before January 1, 2013.

Employees will continue to pay 8% of their gross pay towards their PERS retirement costs.

Employees hired by the County as permanent employees on or after January 1, 2013, and who constitute new members (to PERS) as defined in Government Code Section 7522.04, such employees will participate in 2% at age 62 retirement plan through PERS (reference - Government Code Section 7522.20). Such employees shall be required to pay the applicable employee contribution towards the PERS retirement costs as may be established from time to time by PERS.

Employees hired by the County as permanent employees on or after January 1, 2013, and who do not constitute new members (to PERS) as defined in Government Code Section 7522.04, such employees will participate in 2.7% at age 55 retirement plan and such employees shall be required to pay the applicable employee contribution towards the PERS retirement costs as may be established from time to time by PERS.

The County will continue its participation in the federal social security system.

7.3 MILITARY SERVICE CREDIT

The County agrees to continue to provide Section 21024 (Military Service Credit as Public Service) and Section 21027 (Military Service Credit for Retired Persons) for the employees enrolled in the PERS miscellaneous employee plan.

SECTION 8 — HOURS OF WORK 8.1 WORK SCHEDULES

- (a) Standard Schedule & Work Period: The standard schedule shall be the regularly assigned hours of work of an employee and may include time worked under a flexible schedule that is mutually agreed upon by the Department Manager and the employee. Overtime shall be as set forth in Section 3.08.070 of the new County Personnel Code. The work period for sworn peace officers shall be a fourteen day period during which said employees will work an average of 80 hours within each two week (fourteen day) period.
- (b) Only the Department Head or in his or her absence, the Assistant Department Head may authorize and instruct an employee to work overtime.

8.2 OVERTIME COMPENSATION

Notwithstanding any other provision in this MOU or within the County Personnel Code

overtime shall be computed solely on the basis of the hours worked in excess of eighty (80) hours in a work period and not work in excess of eight (8) hours in any workday with the work period running from Sunday on the first week to the Saturday, which is the fourteen (14) days later. Overtime of less than fifteen (15) minutes in excess of the regular workday shall not be computed, nor shall such periods be accumulated for the week. Overtime, if more than fifteen (15) minutes in excess of a regular workday, shall be computed to the nearest one-half (1/2) hour. For the purpose of computing overtime, any sick leave, vacation leave taken, compensatory time off or holiday pay to an employee within a work week shall be deemed to constitute "hours worked" for the purpose of determining eligibility for overtime pay.

Subject to the limited "emergency" exceptions set forth below, overtime may only be earned with the prior written approval of the employee's Appointing Authority, or the Appointing Authority's designated representative. Employees cannot, on their own, decide to earn overtime. Overtime may be authorized only when it is not possible to adjust staffing patterns and/or employee work schedules to provide essential staffing in the following types of circumstances:

- (a) Situations where overtime may be authorized:
 - 1. The unexpected absence of an employee whose position must be filled to avoid a disruption of services or to avoid loss of funding.
 - 2. The necessity of performing an unexpected heavier-than-normal workload to avoid disruption of necessary services.
 - 3. Situations that are uncontrollable emergencies.
 - 4. Attendance at agency directed meetings/conferences, provided that the total overtime authorized is pre-approved by the Appointing Authority. Overtime may not be earned for employee-initiated attendance at seminars, etc.
 - 5. Emergency situations qualifying for retroactive approval.

In the face of a bona fide emergency involving risk to life, health or property, the response to which emergency falls within the reasonable scope of the employee's job description, an employee may work overtime on such bona fide emergency situation without prior written authorization, provided that:

- (a) such overtime is reported to the supervisor or Appointing Authority at the earliest opportunity; and
- (b) the overtime is ratified by the Appointing Authority not later than 72 hours after

the overtime was accrued.

8.3 COMPENSATORY TIME

At the employees discretion approved overtime may be taken as compensatory time paid at the rate of one and a half times their hourly rate. Compensatory time shall not accrue above 140 hours for any employee. Once an employee accrues in excess of 140 all approved overtime earned shall be paid at one and a half times their hourly rate. The County reserves the right to cash out all or a portion of accumulated hours in excess of 80 hours during November of each year. Any terminating employee shall be entitled, at the next regular pay period after termination, to cash payment equal to the dollar value of any overtime or compensated time off accumulation.

8.4 SCHEDULE SELECTION

All regular full-time employees shall work under the Standard Schedule defined in Section 8.1 above unless an employee and the Sheriff mutually agree to utilize the Flex Schedule defined in Section 8.1 above.

8.4.1 POSTING OF SCHEDULES FOR CORRECTIONAL/DISPATCH EMPLOYEES

The Sheriff shall endeavor to post schedules for a thirty (30) day period. For non-sworn employees, schedules shall provide a minimum of ten (10) hours between shifts. A premium of one and one half (1 %) times the non-sworn employee's normal rate of pay shall be paid for all hours worked following less than ten (10) hours between shifts. This premium will not be paid if the employee is earning the overtime rate of pay for the affected shift.

8.4.2 SCHEDULE CHANGES

The Sheriff shall endeavor to provide employees as much advance notice of a schedule change as operational need will allow. In the event that a non-sworn employee's scheduled shift is changed with less than twenty-four (24) hours' notice to the employee a premium of one and one half (1%) times the employee's normal rate of pay shall be paid for the entire shift. This does not apply to early call ins or shift extensions. At the request of the employee, the employee's shift may be changed by mutual agreement with less than twenty-four (24) hours' notice. In such event, the employer shall not be required to pay the premium pay for a short shift change.

8.5 AUTHORITY

The Sheriff or designee may authorize overtime following the criteria set forth above. Only the Sheriff or the designee in the latter's absence may ratify emergency overtime after the fact.

8.6 POLICY OF TIME MANAGEMENT

To avoid the use of overtime whenever possible, an employee's work shift schedule may be temporarily altered by the employee's Sheriff or the latter's designee provided such employee is given not less than twenty-four (24) hour's prior written notice of such shift alteration. Shift changes may not be made more often than twice per calendar month without mutual agreement.

8.7 SALARY & BENEFITS — REDUCED WORK HOURS

Any full-time employee for which a Personnel Action Form has been executed by the employee and the Sheriff, and has been approved by the Board of Supervisors reducing hours worked, shall receive reduced salary and benefits in proportion to the reduction in hours, provided that the employee is working at least 50% of a FTE. Vacation and sick leave shall be prorated pursuant to the provisions of this agreement. Any full-time employee whose salary and benefits have been reduced pursuant to this section shall be paid a proportionate share of holiday pay, if the reduction in hours results in the employee not working on such holiday.

8.8 TRAVEL TIME

Time required to travel from an employee's base station to a job or training site which training is authorized in the "Overtime Policy" and return shall be counted as work hours.

SECTION 9 — STANDBY AND CALL BACK

PROVISIONS 9.1 STANDBY DEFINED

"Standby" means that the employee is immediately available to be reached by telephone at a current working telephone number provided to the employee's Department Manager or the latter's designee, and that the employee can and will respond to any request for call back within a maximum time of 15 minutes from being called and, if able to safely do so, will report back to work within one hour of being called. As an alternative to telephone contact availability, the standby employee may utilize a "pager" if at the option of the County, the latter is provided to the standby employee and the employee remains in pager communication range.

9.2 EMPLOYEE RIGHTS

No representative of the County management shall require or imply that a bargaining unit employee is to remain available during off duty hours in order to receive a call to return to work unless expressly assigned, in writing, to "standby duty" by the management of the County Department. Prior to assigning any such personnel to "standby duty" the Director of the Department shall, if he or she so elects to do so, establish a formal policy providing for standby duty and notifying employees that they may, thereafter, be assigned to standby duty. The adoption of such a standby policy shall not be subject to any further meet and confer obligations.

No employee who is not on "standby" status may be disciplined for failure to be available to return to duty during non-regular working hours or shift.

Notwithstanding the forgoing, employees designated by the Sheriff as supervisors including the ranks of corporal or above and any detective, when issued a cell phone by the County, shall be required to carry the phone at all times, unless impracticable under the circumstances, so as to be available to respond to after hour calls. Failure to comply with this policy may be grounds for discipline.

9.3 COMPENSATION

Any employee who is assigned standby duty pursuant to a standby policy shall be compensated at the rate of one dollar (\$1.00) for each hour of standby. The assignment of any personnel to standby duty may be canceled by the management of the department by contacting the employee by telephone or any other means of providing actual notice.

9.4 CALLBACK

Employees who are required to return to work after they have left at the end of their assigned shift shall be entitled to a minimum of three (3) hours compensation for each such callback. If an employee is called back within three (3) hours of the start of the employee's next regularly scheduled shift and works continuously through the shift, the employee shall be paid for the actual hours worked. By mutual agreement of the employee and management, the employee may adjust the work schedule to incorporate the callback into the regular work shift for the day.

9.5 AFTER HOURS TELEPHONE CALLS

Employees who receive work related telephone calls from their supervisors or authorized by their supervisors, during off duty hours shall be entitled to one half ($\frac{1}{2}$) hours' compensation or compensation for the length of the phone call whichever is greater for each call received. Employees who are required to return to work pursuant to Section 9.4 shall receive call back compensation and therefore shall not be entitled to additional compensation under this section.

9.6 USE OF COUNTY VEHICLES TO RESPOND TO EMERGENCY CALL OUTS

Employees who are authorized by the Sheriff to take a Sheriff's vehicle home, shall endeavor to be available after hours to respond to emergency call-outs. Where the Sheriff deems the frequency of a deputy's response to emergency call-outs does not justify the assignment of a vehicle to a deputy, the sheriff may require that employees use their own vehicles going to and from work.

SECTION 10 - UNIFORM ALLOWANCE

County shall pay to each full-time deputy sheriff, annually, a uniform allowance in the amount of \$700.00, which shall be paid in Equal installments through payroll on a payroll basis.

SECTION 11- PAY DATES TO COUNTY EMPLOYEES

The County will issue electronic payments to employees on the first day of each month. In any year when the first day of the month of July is a non-banking day (when banks are otherwise closed), then the electronic payments to the employees will take place on the next banking day following the first of July. In any other month when the first day of the month is a non-banking day, then electronic payments to the employees will take place on the last banking day immediately prior to the first day of the month.

SECTION 12 - TERM OF MOU

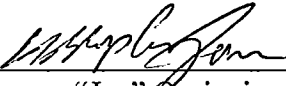
The term of this MOU shall be from January 1, 2017 through December 31, 2020.

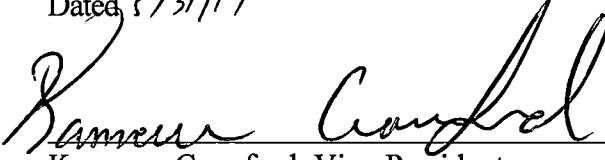
SECTION 14 - NEGOTIATIONS FOR A SUCCESSOR AGREEMENT


The Union and the County mutually agree to commence negotiations for a new MOU to replace this MOU, prior to the expiration of this MOU, in the Fall of 2020.

Approved by the parties this 20th day of December 2016


SIERRA COUNTY DEPUTY SHERIFFS BARGAINING UNIT


Hossep "Joe" Gurjanian, President
Dated 5/31/17

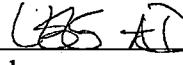

Kameron Crawford, Vice-President
Dated 6/6/2017


Chuck Henson, Treasurer
Dated 5-31-17

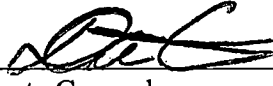
Approved as to form:


Chuck Flesher, Labor Relations Consultant
Dated 5-22-17

COUNTY OF SIERRA, a political subdivision of the State of California


Lee Adams
Dated 5/25/17
Board of Supervisors

Approved as to form:


County Counsel
Dated 5/25/17

BOARD OF SUPERVISORS, COUNTY OF SIERRA, STATE OF CALIFORNIA

RESOLUTION NO. 2017-039

**IN THE MATTER OF ADOPTING THE PAY TABLES FOR THE COUNTY OF
SIERRA & SPECIAL REVENUE FUNDS**

WHEREAS, existing law requires full disclosure of County business and CalPERS requires the public posting of wage tables, and

WHEREAS, on December 20, 2016 the Sierra County Board of Supervisors approved new Memorandums of Understanding with the represented employees through their Union representations, Sierra County Agreement Nos. 2016-141, 2016-142 and 2016-143.

NOW THEREFORE BE IT RESOLVED that the Sierra County Board of Supervisors does hereby adopt the attached pay tables, exhibits A through D, pursuant to Government Code Section 29007.

ADOPTED, by the Board of Supervisors of the County of Sierra on the 21st day of March, 2017, by the following vote:

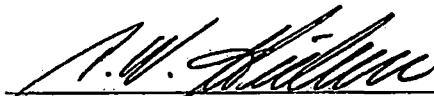
AYES: Supervisors Adams, Roen, Schlefstein, Huebner

NOES: None

ABSTAIN: None

ABSENT: Supervisor Beard

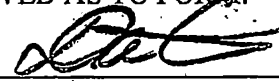
COUNTY OF SIERRA


PETER HUEBNER, CHAIR
BOARD OF SUPERVISORS

ATTEST:


HEATHER FOSTER
CLERK OF THE BOARD

APPROVED AS TO FORM:


DAVID PRENTICE
COUNTY COUNSEL

TOPOGRAPHY A		Sch. A									
INCREASE PER MOU		January 25, 2017									
		1.02500									
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4	
12	Month Hour	2,578.20 14.8742	2,707.11 15.6180	2,842.47 16.3989	2,984.58 17.2187	3,133.82 18.0797	3,290.50 18.9837	3,455.03 19.9329	3,627.78 20.9295	3,809.17 21.9760	
16	Month Hour	2,937.36 16.9463	3,084.23 17.7936	3,238.45 18.6834	3,400.37 19.6175	3,570.38 20.5984	3,748.90 21.6283	3,936.35 22.7097	4,133.17 23.8452	4,339.82 25.0374	
20	Month Hour	3,162.82 18.2471	3,320.95 19.1593	3,487.02 20.1174	3,661.36 21.1232	3,844.43 22.1794	4,036.66 23.2884	4,238.49 24.4529	4,450.42 25.6755	4,672.93 26.9592	
24	Month Hour	3,465.14 19.9912	3,638.40 20.8908	3,820.32 22.0403	4,011.34 23.1423	4,211.90 24.2994	4,422.49 25.5144	4,643.61 26.7901	4,875.81 28.1296	5,119.59 29.5361	
28	Month Hour	3,747.88 21.6224	3,935.29 22.7036	4,132.05 23.8388	4,338.65 25.0307	4,555.58 26.2822	4,783.35 27.5963	5,022.52 28.9761	5,273.66 30.4249	5,537.33 31.9461	
30	Month Hour	3,786.17 21.7279	3,954.49 22.8143	4,152.21 23.9551	4,359.82 25.1528	4,577.80 26.4104	4,806.70 27.7310	5,047.04 29.1175	5,299.39 30.5734	5,564.36 32.1021	
32	Month Hour	3,960.34 22.8461	4,158.35 23.9905	4,366.28 25.1901	4,584.59 26.4486	4,813.81 27.7720	5,054.50 29.1606	5,307.23 30.6186	5,572.60 32.1496	5,851.22 33.7570	
35	Month Hour	4,181.19 24.1223	4,390.26 25.3284	4,609.77 26.5948	4,840.25 27.9245	5,082.26 29.3208	5,336.38 30.7868	5,603.20 32.3261	5,883.37 33.9425	6,177.53 35.6396	
39	Month Hour	4,522.35 26.0905	4,748.48 27.3951	4,985.90 28.7648	5,235.20 30.2031	5,496.95 31.7132	5,771.80 33.2988	6,060.38 34.9638	6,363.41 36.7120	6,681.57 38.5475	
41	Month Hour	4,715.14 27.2028	4,950.90 28.5629	5,198.46 29.9911	5,458.38 31.4906	5,731.29 33.0651	6,017.86 34.7184	6,318.75 36.4544	6,634.69 38.2771	6,966.43 40.1909	
45	Month Hour	5,099.89 29.4224	5,354.88 30.8935	5,622.64 32.4383	5,903.77 34.0602	6,198.95 35.7632	6,508.90 37.5514	6,834.35 39.4289	7,176.07 41.4004	7,534.87 43.4704	

MOU 1/1/2017

TOPOGRAPH B

Sch. A

January 25, 2017

INCREASE 1.02500

CLASS	STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
8 MONTH HOUR	2,308.11 13.3160	2,423.51 13.9818	2,544.69 14.6809	2,671.91 15.4149	2,805.52 16.1857	2,945.78 16.9949	3,093.07 17.8446	3,247.72 18.7369	3,410.11 19.6737
12 MONTH HOUR	2,578.20 14.8742	2,707.11 15.6180	2,842.47 16.3989	2,984.59 17.2188	3,133.82 18.0797	3,290.51 18.9837	3,455.03 19.9329	3,627.78 20.9295	3,809.17 21.9760
15 MONTH HOUR	2,849.40 16.4388	2,991.87 17.2608	3,141.47 18.1239	3,298.53 19.0300	3,463.46 19.9815	3,636.63 20.9806	3,818.47 22.0296	4,009.39 23.1311	4,209.86 24.2876
19 MONTH HOUR	3,121.74 18.0100	3,277.84 18.9106	3,441.73 19.8561	3,613.82 20.8489	3,794.50 21.8913	3,984.22 22.9859	4,183.43 24.1352	4,392.61 25.3420	4,612.23 26.6090

MOU 1/1/2017

TOPOGRAPH C

Sch. A

January 25, 2017

INCREASE 1.02500

<u>CLASS</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years <u>L1</u>	After 10 Years <u>L2</u>	After 15 Years <u>L3</u>	After 20 Years <u>L4</u>
1 MONTH HOUR	1,537.90 8.8725	1,614.79 9.3161	1,695.53 9.7819	1,780.31 10.2710	1,869.33 10.7846	1,962.79 11.3238	2,060.93 11.8900	2,163.98 12.4845	2,272.18 13.1087
4 MONTH HOUR	1,934.22 11.1589	2,030.93 11.7169	2,132.47 12.3027	2,239.09 12.9178	2,351.04 13.5637	2,468.60 14.2419	2,592.03 14.9540	2,721.63 15.7017	2,857.72 16.4868
8 MONTH HOUR	2,308.10 13.3159	2,423.50 13.9817	2,544.67 14.6808	2,671.90 15.4148	2,805.50 16.1856	2,945.77 16.9948	3,093.06 17.8446	3,247.71 18.7368	3,410.10 19.6736
12 MONTH HOUR	2,578.20 14.8742	2,707.11 15.6180	2,842.47 16.3989	2,984.59 17.2188	3,133.82 18.0797	3,290.51 18.9837	3,455.03 19.9329	3,627.78 20.9295	3,809.17 21.9760
15 MONTH HOUR	2,849.41 16.4389	2,991.87 17.2608	3,141.48 18.1239	3,298.55 19.0301	3,463.47 19.9816	3,636.66 20.9807	3,818.49 22.0297	4,009.41 23.1312	4,209.87 24.2877
19 MONTH	3,121.74 18.0100	3,277.84 18.9106	3,441.73 19.8561	3,613.82 20.8489	3,794.50 21.8913	3,984.22 22.9859	4,183.43 24.1352	4,392.61 25.3420	4,612.23 26.6090

MOU 1/1/2017

TOPOGRAPH D

Sch. A

January 25, 2017

INCREASE 1.02500

<u>CLASS</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years <u>L 1</u>	After 10 Years <u>L 2</u>	After 15 Years <u>L 3</u>	After 20 Years <u>L 4</u>
6 MONTH HOUR	2,108.28 12.1632	2,213.70 12.7713	2,324.38 13.4099	2,440.59 14.0803	2,562.62 14.7843	2,690.76 15.5236	2,825.30 16.2998	2,966.55 17.1147	3,114.89 17.9705
11 MONTH HOUR	2,515.83 14.5144	2,641.62 15.2401	2,773.70 16.0021	2,912.38 16.8022	3,058.01 17.6424	3,210.90 18.5244	3,371.44 19.4506	3,540.02 20.4232	3,717.02 21.4443
14 MONTH HOUR	2,810.23 16.2129	2,950.74 17.0235	3,098.28 17.8747	3,253.20 18.7684	3,415.85 19.7069	3,586.65 20.6922	3,765.97 21.7267	3,954.27 22.8131	4,151.98 23.9537
18 MONTH HOUR	3,105.85 17.9184	3,261.14 18.8142	3,424.21 19.7551	3,595.41 20.7428	3,775.18 21.7799	3,963.95 22.8690	4,162.15 24.0124	4,370.26 25.2130	4,588.76 26.4736
23 MONTH HOUR	3,402.69 19.6309	3,572.84 20.6125	3,751.48 21.6431	3,939.05 22.7253	4,136.00 23.8615	4,342.80 25.0546	4,559.94 26.3073	4,787.94 27.6227	5,027.33 29.0038
27 MONTH HOUR	3,698.31 21.3364	3,883.24 22.4033	4,077.40 23.5235	4,281.27 24.6996	4,495.32 25.9346	4,720.10 27.2313	4,956.11 28.5929	5,203.91 30.0226	5,464.11 31.5237
34 MONTH HOUR	4,105.84 23.6876	4,311.14 24.8720	4,526.70 26.1156	4,753.03 27.4213	4,990.68 28.7924	5,240.21 30.2320	5,502.22 31.7436	5,777.34 33.3308	6,066.21 34.9974
39 MONTH HOUR	4,522.37 26.0906	4,748.50 27.3952	4,985.93 28.7850	5,235.21 30.2031	5,496.97 31.7133	5,771.82 33.2990	6,060.41 34.9639	6,363.44 36.7122	6,681.61 38.5478

MOU 1/1/2017

PROBATION		Sch. A								
INCREASE PER MOU		January 25, 2017								
		1.02500					After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
CLASS	STEP A	STEP B	STEP C	STEP D	STEP E					
PO1	Month Hour	3,178.02 18.3347	3,336.91 19.2514	3,503.78 20.2141	3,678.96 21.2248	3,862.91 22.2860	4,056.06 23.4004	4,258.86 24.5704	4,471.81 25.7989	4,695.39 27.0888
PO2	Month Hour	3,765.90 21.7264	3,954.21 22.8127	4,151.92 23.9534	4,359.51 25.1510	4,577.48 26.4085	4,806.35 27.7290	5,046.67 29.1154	5,299.01 30.5712	5,563.95 32.0997
PO3	Month Hour	3,979.39 22.9580	4,178.35 24.1059	4,387.28 25.3112	4,606.64 26.5768	4,836.96 27.9055	5,078.81 29.3008	5,332.75 30.7659	5,599.40 32.3042	5,879.36 33.9194
SRPO	Month Hour	4,544.10 26.2160	4,771.32 27.5268	5,009.88 28.9032	5,260.38 30.3483	5,523.39 31.8657	5,799.55 33.4590	6,089.53 35.1319	6,394.02 36.8866	6,713.71 38.7329
ADCPO	Month Hour	5,124.41 29.5639	5,380.63 31.0421	5,649.67 32.5942	5,932.15 34.2239	6,228.75 35.9351	6,540.20 37.7319	6,867.21 39.6185	7,210.57 41.5994	7,571.09 43.6794

Sch. A

DEPUTY/DISPATCHER/JAILER

		January 25, 2017									
		***NOTE: Add additional 2.5% for each Post Incentive (@ Maximum 5%)									
		1.025 Deputies	1.025 Dispatchers								
DESCRIPTION		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4	memo only (L 4 PP)
DISP/JAILER I	MONTH	3,096.92	3,251.77	3,414.36	3,585.08	3,764.33	3,952.55	4,150.18	4,357.68	4,575.57	
	HOUR	17.8669	18.7602	19.6982	20.6831	21.7173	22.8032	23.9433	25.1405	26.3975	
DISP/JAILER II	MONTH	3,294.38	3,459.10	3,632.05	3,813.66	4,004.34	4,204.56	4,414.79	4,635.52	4,867.30	
	HOUR	19.0060	19.9563	20.9542	22.0019	23.1020	24.2571	25.4699	26.7434	28.0806	
DISP/JAILER III	MONTH	3,558.09	3,736.00	3,922.80	4,118.94	4,324.88	4,541.13	4,768.18	5,006.59	5,256.92	
	HOUR	20.6275	21.5538	22.6315	23.7631	24.9513	26.1988	27.5088	28.8842	30.3284	
Correctional Sergeant	MONTH	3,871.68	4,065.27	4,268.53	4,481.96	4,706.05	4,941.36	5,188.42	5,447.84	5,720.24	
	HOUR	22.3366	23.4535	24.6261	25.8574	27.1503	28.5078	29.9332	31.4299	33.0014	
DEP SHERIFF I	MONTH	3,706.07	3,891.38	4,085.94	4,290.24	4,504.75	4,729.99	4,966.49	5,214.82	5,475.56	5,749.33
	HOUR	21.3812	22.4502	23.5728	24.7514	25.9890	27.2884	28.6528	30.0855	31.5897	33.1692
DEP SHERIFF II	MONTH	3,924.43	4,120.65	4,326.68	4,543.02	4,770.17	5,008.67	5,259.11	5,522.06	5,798.17	6,088.08
	HOUR	22.6409	23.7730	24.9616	26.2097	27.5202	28.8962	30.3410	31.8581	33.4510	35.1235
DEP SHERIFF III	MONTH	4,240.88	4,452.92	4,675.57	4,909.34	5,154.81	5,412.55	5,683.18	5,967.34	6,265.71	6,578.99
	HOUR	24.4666	25.6899	26.9744	28.3231	29.7393	31.2263	32.7876	34.4270	36.1483	37.9557
CHIEF CIVIL DEP	MONTH	4,366.12	4,584.43	4,813.65	5,054.33	5,307.05	5,572.40	5,851.02	6,143.57	6,450.75	6,773.29
	HOUR	25.1892	26.4486	27.7710	29.1596	30.6176	32.1485	33.7659	35.4437	37.2159	39.0767
SHERIFF CRPL	MONTH	4,413.92	4,634.61	4,866.34	5,109.66	5,365.14	5,633.40	5,915.07	6,210.82	6,521.36	6,847.43
	HOUR	25.4649	26.7381	28.0751	29.4788	30.9527	32.5004	34.1254	35.8317	37.6233	39.5044
SHERIFF SGT	MONTH	4,662.70	4,895.84	5,140.63	5,397.66	5,667.55	5,950.92	6,248.47	6,560.89	6,888.94	7,233.39
	HOUR	26.9002	28.2452	29.6575	31.1404	32.6974	34.3323	36.0489	37.8513	39.7439	41.7311
SHERIFF LT	MONTH	4,909.71	5,155.19	5,412.95	5,683.60	5,967.78	6,266.17	6,579.48	6,908.45	7,253.88	7,616.57
	HOUR	28.3252	29.7415	31.2286	32.7900	34.4295	36.1510	37.9585	39.8565	41.8493	43.9418
Community Service Officer	MONTH	3,888.34	3,972.76	4,066.39	4,269.71	4,483.20	4,707.36	4,942.73	5,189.86	5,449.36	
	HOUR	21.2789	22.3428	23.4600	24.6330	25.8646	27.1578	28.5157	29.9415	31.4386	
SHERIFF DETECTIVE	MONTH	4,662.70	4,895.84	5,140.63	5,397.66	5,667.55	5,950.92	6,248.47	6,560.89	6,888.94	7,233.39
	HOUR	26.9002	28.2452	29.6575	31.1404	32.6974	34.3323	36.0489	37.8513	39.7439	41.7311

MOU 1/1/2017

TOPOGRAPHY A		Sch. B									
INCREASE PER MOU		0									
		January 25, 2018									
		1.02000									
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4	
12	Month Hour	2,629.76 15,1717	2,761.25 15,9303	2,899.31 16,7268	3,044.27 17,5631	3,196.49 18,4413	3,356.31 19,3633	3,524.12 20,3315	3,700.33 21,3481	3,885.35 22,4155	
16	Month Hour	2,996.11 17,2852	3,145.91 18,1495	3,303.22 19,0570	3,468.37 20,0098	3,641.79 21,0103	3,823.88 22,0608	4,015.07 23,1639	4,215.82 24,3221	4,426.62 25,5382	
20	Month Hour	3,226.08 18,6120	3,387.37 19,5425	3,556.76 20,5198	3,734.59 21,5457	3,921.32 22,6280	4,117.39 23,7542	4,323.26 24,9419	4,539.42 26,1890	4,766.39 27,4984	
24	Month Hour	3,534.44 20,3910	3,711.17 21,4106	3,896.73 22,4812	4,091.57 23,6052	4,296.14 24,7854	4,510.95 26,0247	4,736.49 27,3259	4,973.33 28,6923	5,221.98 30,1268	
28	Month Hour	3,822.84 22,0548	4,013.99 23,1576	4,214.89 24,3155	4,425.42 25,5313	4,646.68 26,8078	4,879.02 28,1482	5,122.97 29,5556	5,379.13 31,0334	5,648.07 32,5850	
30	Month Hour	3,841.49 22,1625	4,033.58 23,2706	4,235.26 24,4342	4,447.02 25,6559	4,669.36 26,9386	4,902.84 28,2856	5,147.98 29,6999	5,405.38 31,1849	5,675.65 32,7441	
32	Month Hour	4,039.55 23,3051	4,241.51 24,4703	4,453.60 25,6938	4,676.28 26,9785	4,910.08 28,3274	5,155.59 29,7438	5,413.37 31,2310	5,684.05 32,7926	5,968.24 34,4321	
36	Month Hour	4,264.81 24,6047	4,478.06 25,8350	4,701.97 27,1267	4,937.06 28,4830	5,183.91 29,9072	5,443.10 31,4025	5,715.26 32,9727	6,001.03 34,6213	6,301.08 36,3524	
39	Month Hour	4,612.80 26,6123	4,843.45 27,9430	5,085.62 29,3401	5,339.90 30,8071	5,606.89 32,3474	5,887.23 33,9648	6,181.59 35,6630	6,490.68 37,4462	6,815.20 39,3185	
41	Month Hour	4,809.44 27,7468	5,049.91 29,1341	5,302.42 30,5909	5,567.54 32,1204	5,846.91 33,7264	6,138.21 35,4128	6,445.12 37,1834	6,767.38 39,0426	7,105.75 40,9947	
46	Month Hour	5,201.89 30,0109	5,461.98 31,5114	5,735.09 33,0871	6,021.85 34,7414	6,322.93 36,4784	6,639.08 38,3024	6,971.04 40,2175	7,319.59 42,2284	7,685.57 44,3398	

MOUs 1/1/2017

TOPOGRAPH B		Sch. B									
		January 25, 2018									
INCREASE		1.02000									
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4	
8	MONTH HOUR	2,354.27 13.5823	2,471.99 14.2615	2,595.59 14.9745	2,725.35 15.7232	2,861.63 16.5094	3,004.70 17.3348	3,154.94 18.2016	3,312.69 19.1116	3,478.32 20.0672	
12	MONTH HOUR	2,629.76 15.1717	2,761.25 15.9303	2,899.31 16.7268	3,044.28 17.5632	3,196.49 18.4413	3,356.32 19.3634	3,524.13 20.3315	3,700.33 21.3481	3,885.35 22.4155	
15	MONTH HOUR	2,906.39 16.7676	3,051.71 17.6060	3,204.30 18.4864	3,364.51 19.4106	3,532.73 20.3812	3,709.37 21.4002	3,894.84 22.4702	4,089.58 23.5937	4,294.06 24.7734	
19	MONTH HOUR	3,184.17 18.3702	3,343.39 19.2888	3,510.56 20.2532	3,686.09 21.2659	3,870.39 22.3291	4,063.91 23.4456	4,267.10 24.6179	4,480.47 25.8488	4,704.48 27.1412	

TOPOGRAPH C

Sch. B

January 25, 2018

INCREASE 1.02000

<u>CLASS</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years <u>L 1</u>	After 10 Years <u>L 2</u>	After 15 Years <u>L 3</u>	After 20 Years <u>L 4</u>
1 MONTH HOUR	1,568.66 9.0500	1,647.09 9.5024	1,729.45 9.9776	1,815.92 10.4764	1,806.71 11.0003	2,002.05 11.5503	2,102.15 12.1278	2,207.26 12.7342	2,317.62 13.3709
4 MONTH HOUR	1,972.90 11.3821	2,071.55 11.9512	2,175.13 12.5488	2,283.87 13.1762	2,398.07 13.8350	2,517.98 14.5268	2,643.88 15.2532	2,776.06 16.0158	2,914.88 16.8166
8 MONTH HOUR	2,354.26 13.5823	2,471.98 14.2614	2,595.57 14.9745	2,725.34 15.7231	2,861.62 16.5093	3,004.69 17.3348	3,154.93 18.2015	3,312.67 19.1116	3,478.31 20.0671
12 MONTH HOUR	2,629.76 15.1717	2,761.25 15.9303	2,899.31 16.7268	3,044.28 17.5632	3,196.49 18.4413	3,356.32 19.3634	3,524.13 20.3315	3,700.33 21.3481	3,885.35 22.4155
15 MONTH HOUR	2,906.40 16.7677	3,051.71 17.6060	3,204.31 18.4864	3,364.52 19.4107	3,532.75 20.3812	3,709.39 21.4003	3,894.86 22.4704	4,089.61 23.5939	4,294.08 24.7735
19 MONTH	3,184.17 18.3702	3,343.39 19.2888	3,510.56 20.2532	3,686.09 21.2659	3,870.39 22.3291	4,063.91 23.4456	4,267.10 24.6179	4,480.47 25.8488	4,704.48 27.1412

MOUs 1/1/2017

Sch. B

TOPOGRAPH D

January 25, 2018

INCREASE 1.02000

<u>CLASS</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years <u>L 1</u>	After 10 Years <u>L 2</u>	After 15 Years <u>L 3</u>	After 20 Years <u>L 4</u>
6 MONTH HOUR	2,150.45 12.4064	2,257.97 13.0267	2,370.87 13.6781	2,489.40 14.3619	2,613.87 15.0800	2,744.57 15.8341	2,881.80 16.6258	3,025.88 17.4570	3,177.19 18.3299
11 MONTH HOUR	2,566.15 14.8047	2,694.45 15.5449	2,829.18 16.3222	2,970.63 17.1382	3,119.17 17.9952	3,275.12 18.8949	3,438.87 19.8396	3,610.81 20.8316	3,791.36 21.8732
14 MONTH HOUR	2,866.43 16.5371	3,009.76 17.3640	3,160.24 18.2322	3,318.26 19.1438	3,484.17 20.1010	3,658.38 21.1060	3,841.29 22.1613	4,033.35 23.2693	4,235.02 24.4328
18 MONTH HOUR	3,167.97 18.2767	3,326.36 19.1905	3,492.69 20.1502	3,667.32 21.1576	3,850.68 22.2155	4,043.23 23.3263	4,245.39 24.4926	4,457.66 25.7173	4,680.53 27.0031
23 MONTH HOUR	3,470.74 20.0235	3,644.29 21.0248	3,826.51 22.0760	4,017.83 23.1798	4,218.71 24.3387	4,429.65 25.5557	4,651.13 26.8334	4,883.70 28.1752	5,127.87 29.5839
27 MONTH HOUR	3,772.28 21.7631	3,960.90 22.8513	4,158.95 23.9939	4,366.89 25.1936	4,585.23 26.4532	4,814.50 27.7760	5,055.22 29.1647	5,307.98 30.6230	5,573.38 32.1541
34 MONTH HOUR	4,187.96 24.1613	4,397.36 25.3694	4,617.23 26.6379	4,848.08 27.9697	5,090.49 29.3682	5,345.01 30.8366	5,612.26 32.3784	5,892.89 33.9974	6,187.53 35.6973
39 MONTH HOUR	4,612.82 26.6124	4,843.47 27.9431	5,085.64 29.3402	5,339.91 30.8072	5,606.91 32.3476	5,887.25 33.9649	6,181.62 35.6632	6,490.71 37.4464	6,815.24 39.3187

MOUs 1/1/2017

Sch. B										
PROBATION										
INCREASE PER MOU										
1.02000 January 25, 2018										
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
PO1	Month	3,241.58	3,403.65	3,573.85	3,752.53	3,940.16	4,137.18	4,344.04	4,561.24	4,789.29
	Hour	18.7014	19.6364	20.6184	21.6492	22.7317	23.8683	25.0618	26.3148	27.6305
PO2	Month	3,841.22	4,033.29	4,234.95	4,446.70	4,669.03	4,902.48	5,147.60	5,404.99	5,675.23
	Hour	22.1609	23.2690	24.4324	25.6540	26.9367	28.2835	29.6977	31.1826	32.7417
PO3	Month	4,058.98	4,261.92	4,475.02	4,698.77	4,933.70	5,180.39	5,439.41	5,711.39	5,996.95
	Hour	23.4172	24.5880	25.8174	27.1083	28.4637	29.8869	31.3812	32.9503	34.5978
SRPO	Month	4,634.98	4,866.74	5,110.08	5,365.58	5,633.85	5,915.54	6,211.32	6,521.90	6,847.98
	Hour	26.7403	28.0774	29.4812	30.9553	32.5030	34.1281	35.8345	37.6263	39.5076
ADCPO	Month	5,226.90	5,488.24	5,762.67	6,050.80	6,353.33	6,671.00	7,004.56	7,354.78	7,722.52
	Hour	30.1552	31.6629	33.2461	34.9085	36.6538	38.4866	40.4109	42.4314	44.5530

Sch. B

DEPUTY/DISPATCHER/JAILER

		January 25, 2018									
		***NOTE: Add additional 2.5% for each Post Incentive (@ Maximum 5%)									
		1.020 1.020	Deputies Dispatchers				After 5 Years	After 10 Years	After 15 Years	After 20 Years	memo only (L 4 PP)
DESCRIPTION		STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2	L 3	L 4	
DISP/JAILER I	MONTH	3,158.86	3,316.80	3,482.64	3,656.77	3,839.61	4,031.59	4,233.17	4,444.83	4,667.07	
	HOUR	18,2242	19,1354	20,0922	21,0968	22,1516	23,2592	24,4221	25,6433	26,9254	
DISP/JAILER II	MONTH	3,360.27	3,528.28	3,704.70	3,889.93	4,084.43	4,288.65	4,503.08	4,728.23	4,964.65	
	HOUR	19,3862	20,3555	21,3732	22,4419	23,5640	24,7422	25,9793	27,2783	28,6422	
DISP/JAILER III	MONTH	3,629.25	3,810.71	4,001.25	4,201.31	4,411.38	4,631.95	4,863.54	5,106.72	5,362.06	
	HOUR	20,9380	21,9849	23,0641	24,2383	25,4503	26,7228	28,0589	29,4619	30,9349	
Correctional Sergeant	MONTH	3,949.11	4,148.57	4,353.90	4,571.59	4,800.17	5,040.18	5,292.19	5,556.80	5,834.64	
	HOUR	22,7833	23,9225	25,1186	26,3746	27,6933	29,0780	30,5319	32,0585	33,6614	
DEP SHERIFF I	MONTH	3,780.19	3,989.20	4,187.68	4,376.04	4,594.85	4,824.59	5,065.92	5,319.11	5,585.06	5,864.32
	HOUR	21,8088	22,8992	24,0442	25,2464	26,5087	27,8342	29,2259	30,6872	32,2215	33,8328
DEP SHERIFF II	MONTH	4,002.92	4,203.08	4,413.22	4,633.88	4,865.57	5,108.85	5,364.29	5,632.51	5,914.13	6,209.84
	HOUR	23,0938	24,2484	25,4609	26,7339	28,0706	29,4741	30,9478	32,4952	34,1200	35,8260
DEP SHERIFF III	MONTH	4,325.70	4,541.98	4,769.08	5,007.54	5,257.91	5,520.81	5,796.85	6,086.89	6,391.03	6,710.58
	HOUR	24,9559	26,2037	27,5139	28,8896	30,3341	31,8508	33,4434	35,1155	36,8713	38,7149
CHIEF CIVIL DEP	MONTH	4,453.44	4,676.11	4,909.92	5,155.42	5,413.19	5,683.85	5,968.04	6,266.44	6,579.76	6,908.75
	HOUR	25,6929	26,9776	28,3265	29,7428	31,2299	32,7914	34,4310	36,1525	37,9602	39,8582
SHERIFF CRPL	MONTH	4,502.20	4,727.31	4,963.67	5,211.86	5,472.45	5,748.07	6,033.38	6,335.05	6,651.80	6,984.39
	HOUR	25,9742	27,2729	28,6368	30,0684	31,5718	33,1504	34,8079	36,5483	38,3758	40,2945
SHERIFF SGT	MONTH	4,755.95	4,993.75	5,243.44	5,505.61	5,780.89	6,069.94	6,373.43	6,692.10	7,026.71	7,378.05
	HOUR	27,4382	28,8101	30,2506	31,7631	33,3513	35,0189	36,7698	38,6083	40,5387	42,5656
SHERIFF LT	MONTH	5,007.90	5,258.30	5,521.21	5,797.28	6,087.14	6,391.50	6,711.07	7,046.62	7,398.96	7,768.90
	HOUR	28,8918	30,3363	31,8532	33,4458	35,1181	36,8740	38,7177	40,6536	42,6863	44,8208
Community Service Off	MONTH	3,762.11	3,950.21	4,147.72	4,355.11	4,572.88	4,801.51	5,041.58	5,293.66	5,558.35	
	HOUR	21,7045	22,7897	23,8292	25,1256	26,3819	27,7010	29,0861	30,5404	32,0674	
SHERIFF DETECTIVE	MONTH	4,755.95	4,993.75	5,243.44	5,505.61	5,780.89	6,069.94	6,373.43	6,692.10	7,026.71	7,378.05
	HOUR	27,4382	28,8101	30,2506	31,7631	33,3513	35,0189	36,7698	38,6083	40,5387	42,5656

MOUs 1/1/2017

TOPOGRAPHY A		January 25, 2019					Sch. C			
INCREASE PER MOU		1.02000					After	After	After	After
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	5 Years	10 Years	15 Years	20 Years
12	Month	2,682.36	2,816.47	2,957.30	3,105.15	3,260.42	L 1	L 2	L 3	L 4
	Hour	15.4751	16.2489	17.0813	17.9143	18.8101	3,423.43	3,594.60	3,774.33	3,963.05
							19.7506	20.7381	21.7750	22.8637
16	Month	3,056.03	3,208.83	3,369.29	3,537.74	3,714.63	3,900.36	4,095.38	4,300.14	4,515.15
	Hour	17.6310	18.5125	19.4382	20.4100	21.4305	22.5021	23.6272	24.8085	26.0490
20	Month	3,290.60	3,455.12	3,627.90	3,809.28	3,999.75	4,199.74	4,409.73	4,630.22	4,861.72
	Hour	18.9842	19.9334	20.9302	21.9766	23.0755	24.2293	25.4408	26.7128	28.0484
24	Month	3,605.13	3,785.40	3,974.67	4,173.40	4,382.06	4,601.16	4,831.22	5,072.79	5,326.42
	Hour	20.7988	21.8388	22.9308	24.0773	25.2811	26.5452	27.8724	29.2661	30.7293
28	Month	3,899.30	4,094.27	4,298.99	4,513.93	4,739.62	4,976.60	5,225.43	5,486.71	5,761.04
	Hour	22.4959	23.6208	24.8018	26.0419	27.3440	28.7112	30.1467	31.6541	33.2368
30	Month	3,918.32	4,114.25	4,319.96	4,535.96	4,762.74	5,000.89	5,250.94	5,513.48	5,789.16
	Hour	22.6057	23.7360	24.9228	26.1690	27.4774	28.8513	30.2939	31.8086	33.3990
32	Month	4,120.34	4,326.35	4,542.68	4,769.81	5,008.29	5,258.70	5,521.64	5,797.73	6,087.61
	Hour	23.7712	24.9597	26.2077	27.5181	28.8940	30.3387	31.8556	33.4485	35.1208
35	Month	4,350.11	4,567.62	4,796.00	5,035.79	5,287.58	5,551.96	5,829.56	6,121.05	6,427.10
	Hour	25.0968	26.3517	27.6692	29.0527	30.5053	32.0305	33.6321	35.3137	37.0794
39	Month	4,705.06	4,940.32	5,187.33	5,446.70	5,719.03	6,004.98	6,305.23	6,620.50	6,951.51
	Hour	27.1446	28.5018	29.9269	31.4233	32.9944	34.6441	36.3763	38.1952	40.1049
41	Month	4,905.63	5,150.91	5,408.47	5,678.89	5,962.82	6,260.97	6,574.02	6,902.72	7,247.86
	Hour	28.3017	29.7168	31.2027	32.7628	34.4009	36.1210	37.9271	39.8234	41.8146
45	Month	5,305.93	5,571.22	5,849.80	6,142.29	6,449.39	6,771.87	7,110.46	7,465.99	7,839.28
	Hour	30.6111	32.1417	33.7488	35.4363	37.2080	39.0665	41.0219	43.0730	45.2266

MOUs 1/1/2017

Sch. C

TOPOGRAPH B

January 25, 2019

INCREASE 1.02000

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
8	MONTH	2,401.36	2,521.42	2,647.49	2,779.86	2,918.86	3,084.80	3,218.03	3,378.94	3,547.88
	HOUR	13.8540	14.5467	15.2740	16.0376	16.8396	17.6815	18.5656	19.4939	20.4686
12	MONTH	2,682.36	2,816.47	2,957.30	3,105.16	3,260.42	3,423.44	3,594.60	3,774.33	3,963.05
	HOUR	15.4751	16.2489	17.0613	17.9144	18.8101	19.7506	20.7381	21.7750	22.8637
15	MONTH	2,964.52	3,112.74	3,268.39	3,431.80	3,603.39	3,783.56	3,972.74	4,171.37	4,379.94
	HOUR	17.1030	17.9581	18.8561	19.7988	20.7888	21.8282	22.9196	24.0656	25.2689
19	MONTH	3,247.85	3,410.26	3,580.77	3,759.81	3,947.79	4,145.18	4,352.44	4,570.07	4,798.56
	HOUR	18.7376	19.6746	20.6583	21.6912	22.7757	23.9145	25.1102	26.3658	27.6840

MOUs 1/1/2017

Sch. C

TOPOGRAPH C

January 25, 2019

INCREASE 1.02000

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years	After 10 Years	After 15 Years	After 20 Years
							L1	L2	L3	L4
1	MONTH HOUR	1,600.03 9.2310	1,680.03 9.6925	1,764.04 10.1771	1,852.24 10.6860	1,944.85 11.2203	2,042.09 11.7813	2,144.20 12.3704	2,251.41 12.9889	2,363.98 13.6383
4	MONTH HOUR	2,012.36 11.6098	2,112.98 12.1902	2,218.62 12.7998	2,329.55 13.4397	2,446.02 14.1117	2,568.33 14.8173	2,696.75 15.5582	2,831.58 16.3360	2,973.17 17.1529
8	MONTH HOUR	2,401.35 13.8539	2,521.41 14.5466	2,647.48 15.2739	2,779.85 16.0376	2,918.85 16.8395	3,064.78 17.6814	3,218.02 18.5655	3,378.92 19.4938	3,547.87 20.4685
12	MONTH HOUR	2,682.36 15.4751	2,816.47 16.2489	2,957.30 17.0613	3,105.16 17.9144	3,260.42 18.8101	3,423.44 19.7508	3,594.60 20.7381	3,774.33 21.7750	3,963.05 22.8637
15	MONTH HOUR	2,964.16 17.1009	3,112.36 17.9559	3,268.00 18.8538	3,431.39 19.7965	3,602.96 20.7863	3,783.11 21.8257	3,972.27 22.9169	4,170.88 24.0628	4,379.42 25.2659
19	MONTH	3,247.65 18.7376	3,410.26 19.6746	3,580.77 20.6583	3,759.81 21.6912	3,947.79 22.7757	4,145.18 23.9145	4,352.44 25.1102	4,570.07 26.3658	4,798.56 27.6840

MOUs 1/1/2017

Sch. C

TOPOGRAPH D

January 25, 2019

INCREASE 1.02000

<u>CLASS</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years <u>L 1</u>	After 10 Years <u>L 2</u>	After 15 Years <u>L 3</u>	After 20 Years <u>L 4</u>
6 MONTH HOUR	2,193.46 12.6546	2,303.13 13.2873	2,418.29 13.9517	2,539.19 14.6492	2,666.15 15.3816	2,799.47 16.1508	2,939.44 16.9583	3,086.41 17.8062	3,240.74 18.6966
11 MONTH HOUR	2,617.47 15.1008	2,748.35 15.8558	2,885.76 16.6486	3,030.04 17.4810	3,181.55 18.3551	3,340.62 19.2728	3,507.65 20.2365	3,683.04 21.2483	3,867.19 22.3107
14 MONTH HOUR	2,923.76 16.8678	3,069.95 17.7112	3,223.44 18.5968	3,384.62 19.5266	3,553.85 20.5030	3,731.54 21.5281	3,918.11 22.6045	4,114.01 23.7347	4,319.71 24.9214
18 MONTH HOUR	3,231.33 18.6423	3,392.89 19.5743	3,562.55 20.5532	3,740.67 21.5808	3,927.70 22.6598	4,124.10 23.7929	4,330.30 24.9825	4,546.82 26.2316	4,774.15 27.5432
23 MONTH HOUR	3,540.15 20.4240	3,717.17 21.4452	3,903.03 22.5175	4,098.18 23.6434	4,303.08 24.8255	4,518.24 26.0667	4,744.15 27.3701	4,981.37 28.7386	5,230.42 30.1755
27 MONTH HOUR	3,847.73 22.1984	4,040.12 23.3084	4,242.13 24.4738	4,454.23 25.6975	4,676.94 26.9823	4,910.79 28.3315	5,156.33 29.7481	5,414.15 31.2355	5,684.86 32.7972
34 MONTH HOUR	4,271.72 24.6445	4,485.32 25.8768	4,709.58 27.1707	4,945.05 28.5291	5,192.30 29.9556	5,451.92 31.4534	5,724.51 33.0260	6,010.75 34.6774	6,311.29 36.4113
39 MONTH HOUR	4,705.08 27.1447	4,940.34 28.5020	5,187.36 29.9271	5,446.72 31.4234	5,719.05 32.9945	6,005.00 34.6443	6,305.25 36.3765	6,620.53 38.1953	6,951.55 40.1051

MOUs 1/1/2017

Sch. C

PROBATION		January 25, 2019								
INCREASE PER MOU		1.02000					After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E				
PO1	Month	3,306.41	3,471.72	3,645.33	3,827.58	4,018.96	4,219.92	4,430.92	4,652.46	4,885.08
	Hour	19.0755	20.0292	21.0307	22.0822	23.1863	24.3457	25.5630	26.8411	28.1831
PO2	Month	3,918.04	4,113.96	4,319.65	4,535.64	4,762.41	5,000.53	5,250.56	5,513.09	5,788.74
	Hour	22.6041	23.7344	24.9211	26.1671	27.4754	28.8492	30.2917	31.8063	33.3966
PO3	Month	4,140.16	4,347.16	4,564.53	4,792.75	5,032.38	5,284.00	5,548.20	5,825.62	6,116.89
	Hour	23.8855	25.0798	26.3338	27.6505	29.0330	30.4846	32.0088	33.6093	35.2897
SRPO	Month	4,727.68	4,964.07	5,212.28	5,472.89	5,746.53	6,033.85	6,335.54	6,652.33	6,984.94
	Hour	27.2751	28.6389	30.0708	31.5744	33.1530	34.8107	36.5512	38.3788	40.2977
ADCPO	Month	5,331.44	5,598.01	5,877.92	6,171.82	6,480.40	6,804.43	7,144.65	7,501.88	7,876.97
	Hour	30.7583	32.2962	33.9111	35.6066	37.3869	39.2563	41.2191	43.2801	45.4441

MOUs 1/1/2017

Sch. C

DEPUTY/DISPATCHER/JAILER

		January 25, 2019									
		***NOTE: Add additional 2.5% for each Post Incentive (@ Maximum 5%)									
		1.020 Deputies	1.020 Dispatchers								
DESCRIPTION		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4	memo only (L 4 PP)
DISP/JAILER I	MONTH	3,222.04	3,383.14	3,552.30	3,729.91	3,916.41	4,112.23	4,317.84	4,533.73	4,760.42	
	HOURLY	18.5887	19.5181	20.4940	21.5187	22.5947	23.7244	24.9106	26.1561	27.4639	
DISP/JAILER II	MONTH	3,427.48	3,598.85	3,776.79	3,967.73	4,166.12	4,374.42	4,593.14	4,822.80	5,063.94	
	HOURLY	19.7739	20.7626	21.8007	22.8908	24.0363	25.2371	26.4989	27.8239	29.2151	
DISP/JAILER III	MONTH	3,701.84	3,886.93	4,081.27	4,285.34	4,499.60	4,724.58	4,960.81	5,208.85	5,469.30	
	HOURLY	21.3567	22.4246	23.5458	24.7231	25.9593	27.2572	28.6201	30.0511	31.5536	
Correctional Sergeant	MONTH	4,028.09	4,229.50	4,440.97	4,663.02	4,896.17	5,140.98	5,398.03	5,667.93	5,951.33	
	HOURLY	23.2390	24.4009	25.6210	26.9020	28.2471	29.6565	31.1425	32.6996	34.3346	
DEP SHERIFF I	MONTH	3,855.79	4,048.58	4,251.01	4,463.56	4,686.74	4,921.08	5,167.13	5,425.49	5,696.76	5,981.60
	HOURLY	22.2450	23.3572	24.5251	25.7513	27.0389	28.3908	29.8104	31.3009	32.8659	34.5092
DEP SHERIFF II	MONTH	4,082.98	4,287.13	4,501.48	4,726.58	4,962.89	5,211.03	5,471.58	5,745.16	6,032.42	6,334.04
	HOURLY	23.5556	24.7334	25.9701	27.2686	28.6320	30.0636	31.5668	33.1452	34.8024	36.5425
DEP SHERIFF III	MONTH	4,412.21	4,632.82	4,864.47	5,107.69	5,363.07	5,631.23	5,912.79	6,208.43	6,518.85	6,844.79
	HOURLY	25.4551	26.7278	28.0642	29.4674	30.9408	32.4879	34.1122	35.8179	37.6087	39.4892
CHIEF CIVIL DEP	MONTH	4,542.51	4,769.63	5,008.12	5,258.52	5,521.45	5,797.52	6,087.40	6,391.77	6,711.35	7,048.92
	HOURLY	26.2068	27.5171	28.8930	30.3376	31.8545	33.4472	35.1196	36.8756	38.7194	40.6553
SHERIFF CRPL	MONTH	4,592.24	4,821.86	5,062.95	5,316.10	5,581.90	5,861.00	6,154.05	6,461.75	6,784.84	7,124.08
	HOURLY	26.4937	27.8184	29.2093	30.6688	32.2033	33.8134	35.5041	37.2793	39.1433	41.1004
SHERIFF SGT	MONTH	4,851.07	5,093.62	5,348.30	5,615.72	5,896.50	6,191.33	6,500.90	6,825.94	7,167.24	7,525.60
	HOURLY	27.9869	29.3863	30.8556	32.3984	34.0183	35.7192	37.5052	39.3804	41.3495	43.4169
SHERIFF LT	MONTH	5,108.06	5,363.46	5,631.63	5,913.22	6,208.88	6,519.32	6,845.29	7,187.55	7,546.93	7,924.27
	HOURLY	29.4698	30.9430	32.4902	34.1147	35.8204	37.6115	39.4920	41.4686	43.5400	45.7170
Community Service Off	MONTH	3,837.35	4,029.22	4,230.68	4,442.21	4,664.33	4,897.54	5,142.42	5,399.54	5,669.52	
	HOURLY	22.1386	23.2455	24.4078	25.6282	26.9096	28.2550	29.6678	31.1512	32.7088	
SHERIFF DETECTIVE	MONTH	4,851.07	5,093.62	5,348.30	5,615.72	5,896.50	6,191.33	6,500.90	6,825.94	7,167.24	7,525.60
	HOURLY	27.9869	29.3863	30.8556	32.3984	34.0183	35.7192	37.5052	39.3804	41.3495	43.4169

MOUs 1/1/2017

Sch. D

TOPOGRAPHY A

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INCREASE PER MOU

1.02000

January 25, 2020

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
12	Month Hour	2,736.01 15,7847	2,872.81 16,5739	3,016.45 17,4026	3,167.26 18,2727	3,325.63 19,1863	3,491.91 20,1456	3,666.50 21,1529	3,849.83 22,2105	4,042.32 23,3211
16	Month Hour	3,117.15 17,9836	3,273.01 18,8827	3,436.67 19,8269	3,608.49 20,8182	3,788.92 21,8591	3,978.38 22,9521	4,177.28 24,0997	4,386.14 25,3047	4,605.45 26,5699
20	Month Hour	3,356.41 19,3638	3,524.22 20,3321	3,700.45 21,3488	3,885.47 22,4162	4,079.74 23,5370	4,283.74 24,7139	4,497.92 25,9496	4,722.82 27,2470	4,958.95 28,6093
24	Month Hour	3,677.23 21,2148	3,861.10 22,2756	4,054.16 23,3894	4,256.87 24,5589	4,469.70 25,7867	4,693.19 27,0761	4,927.85 28,4299	5,174.25 29,8514	5,432.95 31,3439
28	Month Hour	3,977.29 22,9459	4,176.16 24,0932	4,384.97 25,2979	4,604.22 26,5628	4,834.42 27,8909	5,076.14 29,2854	5,329.95 30,7497	5,596.45 32,2872	5,876.27 33,9015
30	Month Hour	3,996.69 23,0578	4,196.53 24,2108	4,406.36 25,4213	4,626.68 26,6924	4,858.00 28,0269	5,100.91 29,4283	5,355.95 30,8997	5,623.75 32,4447	5,904.94 34,0670
32	Month Hour	4,202.75 24,2466	4,412.87 25,4589	4,633.53 26,7319	4,865.20 28,0885	5,108.45 29,4719	5,363.88 30,9454	5,632.07 32,4927	5,913.68 34,1174	6,209.38 35,8232
36	Month Hour	4,437.11 25,5987	4,658.98 26,8787	4,891.93 28,2227	5,136.51 29,6337	5,393.34 31,1154	5,663.01 32,6712	5,946.16 34,3047	6,243.47 36,0200	6,555.65 37,8210
39	Month Hour	4,799.16 27,6875	5,039.13 29,0719	5,291.09 30,5255	5,555.64 32,0518	5,833.41 33,6643	6,125.08 35,3370	6,431.34 37,1038	6,752.91 38,9591	7,090.55 40,9070
41	Month Hour	5,003.74 28,8677	5,253.93 30,3111	5,516.64 31,8267	5,792.47 33,4181	6,082.08 35,0889	6,386.20 36,8434	6,705.51 38,6856	7,040.78 40,6199	7,392.82 42,6609
45	Month Hour	5,412.05 31,2234	5,682.65 32,7845	5,966.79 34,4238	6,265.13 36,1450	6,578.38 37,9522	6,907.31 39,8489	7,252.67 41,8424	7,615.31 43,8345	7,996.07 46,1312

MOUs 1/1/2017

TOPOGRAPH B

Sch. D

January 25, 2020

INCREASE 1.02000

CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
8	MONTH HOUR	2,448.39 14.1311	2,571.86 14.8376	2,700.45 15.5795	2,835.46 16.3584	2,977.24 17.1764	3,126.10 18.0352	3,282.40 18.9369	3,446.52 19.8838	3,618.85 20.8780
12	MONTH HOUR	2,736.01 15.7847	2,872.81 16.5739	3,016.45 17.4026	3,167.27 18.2727	3,325.83 19.1863	3,491.92 20.1457	3,666.50 21.1529	3,849.83 22.2105	4,042.32 23.3211
15	MONTH HOUR	3,023.81 17.4451	3,175.00 18.3173	3,333.76 19.2332	3,500.44 20.1948	3,675.46 21.2046	3,859.23 22.2648	4,052.20 23.3781	4,254.81 24.5470	4,467.55 25.7743
19	MONTH HOUR	3,312.81 19.1123	3,478.46 20.0680	3,652.38 21.0714	3,835.00 22.1250	4,026.74 23.2312	4,228.08 24.3927	4,439.48 25.6124	4,661.46 26.8931	4,894.53 28.2377

TOPOGRAPH C

Sch. D

January 25, 2020

INCREASE 1.02000

<u>CLASS</u>		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years	After 10 Years	After 15 Years	After 20 Years
							<u>L 1</u>	<u>L 2</u>	<u>L 3</u>	<u>L 4</u>
1	MONTH	1,632.03	1,713.63	1,799.31	1,889.28	1,983.74	2,082.93	2,187.08	2,296.43	2,411.25
	HOUR	9.4156	9.8863	10.3807	10.8997	11.4447	12.0169	12.6178	13.2486	13.9111
4	MONTH	2,052.61	2,155.24	2,263.00	2,376.14	2,494.95	2,619.70	2,750.69	2,888.21	3,032.63
	HOUR	11.8420	12.4341	13.0558	13.7085	14.3939	15.1137	15.8694	16.6628	17.4960
8	MONTH	2,449.38	2,571.85	2,700.44	2,835.45	2,977.23	3,126.08	3,282.39	3,446.51	3,618.83
	HOUR	14.1310	14.8376	15.5795	16.3584	17.1763	18.0351	18.9369	19.8837	20.8779
12	MONTH	2,736.01	2,872.81	3,016.45	3,167.27	3,325.63	3,491.92	3,666.50	3,849.83	4,042.32
	HOUR	15.7847	16.5739	17.4026	18.2727	19.1863	20.1457	21.1529	22.2105	23.3211
15	MONTH	3,023.44	3,174.61	3,333.36	3,500.01	3,675.01	3,858.77	4,051.71	4,254.30	4,467.00
	HOUR	17.4429	18.3150	19.2309	20.1924	21.2020	22.2622	23.3753	24.5440	25.7712
19	MONTH	3,312.81	3,478.46	3,652.38	3,835.00	4,026.74	4,228.08	4,439.48	4,661.46	4,894.53
		19.1123	20.0680	21.0714	22.1250	23.2312	24.3927	25.6124	26.8931	28.2377

MOUs 1/1/2017

TOPOGRAPH D

January 25, 2020

Sch. D

INCREASE 1.02000

<u>CLASS</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	After 5 Years <u>L 1</u>	After 10 Years <u>L 2</u>	After 15 Years <u>L 3</u>	After 20 Years <u>L 4</u>
6 MONTH HOUR	2,237.33 12.9077	2,349.20 13.5531	2,466.66 14.2307	2,589.98 14.9422	2,719.48 15.6893	2,855.46 16.4738	2,998.23 17.2975	3,148.14 18.1623	3,305.55 19.0705
11 MONTH HOUR	2,669.82 15.4028	2,803.31 16.1729	2,943.48 16.9816	3,090.64 17.8306	3,245.18 18.7222	3,407.43 19.6583	3,577.80 20.6412	3,756.69 21.6732	3,944.53 22.7569
14 MONTH HOUR	2,982.24 17.2052	3,131.35 18.0655	3,287.91 18.9687	3,452.31 19.9172	3,624.93 20.9130	3,806.17 21.9587	3,996.47 23.0566	4,196.29 24.2094	4,406.11 25.4199
18 MONTH HOUR	3,295.96 19.0151	3,460.74 19.9658	3,633.80 20.9642	3,815.48 22.0124	4,006.26 23.1130	4,206.58 24.2687	4,416.91 25.4822	4,637.75 26.7563	4,869.63 28.0940
23 MONTH HOUR	3,610.95 20.8324	3,791.51 21.8741	3,981.09 22.9678	4,180.14 24.1162	4,389.14 25.3219	4,608.59 26.5880	4,839.02 27.9174	5,080.99 29.3134	5,335.02 30.7790
27 MONTH HOUR	3,924.68 22.6424	4,120.93 23.7746	4,326.98 24.9633	4,543.32 26.2115	4,770.48 27.5220	5,009.01 28.8982	5,259.46 30.3431	5,522.44 31.8602	5,798.56 33.4532
34 MONTH HOUR	4,357.15 25.1374	4,575.02 26.3944	4,803.77 27.7141	5,043.95 29.0997	5,296.15 30.5547	5,560.96 32.0824	5,839.00 33.6866	6,130.97 35.3710	6,437.51 37.1395
39 MONTH HOUR	4,799.18 27.6876	5,039.15 29.0720	5,291.11 30.5256	5,555.65 32.0518	5,833.44 33.6544	6,125.11 35.3372	6,431.36 37.1040	6,752.94 38.9593	7,090.59 40.9072

MOUs 1/1/2017

Sch. D										
PROBATION										
INCREASE PER MOU										
January 25, 2020										
1.02000										
CLASS		STEP A	STEP B	STEP C	STEP D	STEP E	After 5 Years L 1	After 10 Years L 2	After 15 Years L 3	After 20 Years L 4
PO1	Month	3,372.54	3,541.16	3,718.23	3,904.13	4,089.34	4,304.32	4,519.53	4,745.51	4,982.78
	Hour	19.4570	20.4297	21.4513	22.5239	23.6500	24.8326	26.0742	27.3779	28.7468
PO2	Month	3,996.40	4,196.23	4,406.04	4,626.34	4,857.65	5,100.53	5,355.56	5,623.35	5,904.51
	Hour	23.0562	24.2090	25.4195	26.6904	28.0249	29.4262	30.8975	32.4424	34.0645
PO3	Month	4,222.96	4,434.10	4,655.82	4,888.61	5,133.03	5,389.68	5,659.16	5,942.13	6,239.23
	Hour	24.3632	25.5814	26.8605	28.2035	29.6136	31.0943	32.6490	34.2815	35.9955
SRPO	Month	4,822.23	5,063.36	5,316.52	5,582.35	5,861.46	6,154.53	6,462.26	6,785.38	7,124.64
	Hour	27.8206	29.2117	30.6722	32.2059	33.8161	35.5069	37.2822	39.1484	41.1037
ADCPO	Month	5,438.07	5,709.97	5,995.48	6,295.25	6,610.01	6,940.52	7,287.54	7,651.92	8,034.52
	Hour	31.3735	32.9421	34.5893	36.3188	38.1347	40.0415	42.0435	44.1457	46.3530

Sch. D

DEPUTY/DISPATCHER/JAILER

		January 25, 2020									
		***NOTE: Add additional 2.5% for each Post Incentive (@ Maximum 5%)									
		1.020 1.020	Deputies Dispatchers				After 5 Years	After 10 Years	After 15 Years	After 20 Years	memo only (L 4 PP)
DESCRIPTION	STEP A	STEP B	STEP C	STEP D	STEP E	L 1	L 2	L 3	L 4		
DISP/JAILER I	MONTH	3,286.48	3,450.80	3,623.35	3,804.51	3,994.74	4,194.47	4,404.20	4,624.41	4,855.63	
	HOUR	18.9605	19.9085	20.9039	21.9491	23.0468	24.1989	25.4088	26.6793	28.0132	
DISP/JAILER II	MONTH	3,496.03	3,670.83	3,854.37	4,047.09	4,249.45	4,461.92	4,685.01	4,919.26	5,165.23	
	HOUR	20.1694	21.1779	22.2368	23.3488	24.5160	25.7418	27.0289	28.3804	29.7994	
DISP/JAILER III	MONTH	3,775.88	3,964.67	4,162.80	4,371.05	4,589.60	4,819.08	5,060.04	5,313.04	5,578.69	
	HOUR	21.7839	22.8731	24.0188	25.2176	26.4785	27.8024	29.1925	30.6521	32.1847	
Correctional Sergeant	MONTH	4,108.65	4,314.08	4,529.79	4,756.28	4,994.09	5,243.80	5,505.99	5,781.29	6,070.35	
	HOUR	23.7038	24.8889	26.1334	27.4401	28.8121	30.2527	31.7653	33.3536	35.0212	
DEP SHERIFF I	MONTH	3,832.91	4,129.55	4,336.03	4,552.83	4,780.47	5,019.50	5,270.47	5,533.99	5,810.89	6,101.23
	HOUR	22.6898	23.8243	25.0155	26.2663	27.5796	28.9588	30.4066	31.9269	33.5232	35.1994
DEP SHERIFF II	MONTH	4,184.84	4,372.87	4,591.52	4,821.09	5,062.15	5,315.25	5,581.02	5,860.07	6,153.07	6,460.72
	HOUR	24.0268	25.2281	26.4895	27.8140	29.2047	30.6649	32.1982	33.8081	35.4985	37.2734
DEP SHERIFF III	MONTH	4,500.45	4,725.48	4,961.75	5,209.84	5,470.33	5,743.85	6,031.04	6,332.59	6,649.22	6,981.69
	HOUR	25.9642	27.2624	28.6255	30.0568	31.5596	33.1376	34.7945	36.5342	38.3609	40.2789
CHIEF CIVIL DEP	MONTH	4,633.36	4,865.03	5,108.28	5,363.89	5,631.88	5,913.47	6,208.15	6,519.60	6,845.58	7,187.86
	HOUR	26.7309	28.0875	29.4708	30.9444	32.4916	34.1162	35.8220	37.6131	39.4937	41.4684
SHERIFF CRPL	MONTH	4,684.08	4,918.29	5,164.20	5,422.41	5,693.53	5,978.21	6,277.12	6,590.98	6,920.53	7,268.55
	HOUR	27.0236	28.3747	29.7935	31.2832	32.8473	34.4897	36.2142	38.0249	39.9261	41.9224
SHERIFF SGT	MONTH	4,948.09	5,195.50	5,455.27	5,728.03	6,014.44	6,315.16	6,630.92	6,962.46	7,310.58	7,676.11
	HOUR	28.5467	29.9740	31.4727	33.0484	34.6987	36.4336	38.2553	40.1680	42.1764	44.2853
SHERIFF LT	MONTH	5,210.22	5,470.73	5,744.27	6,031.48	6,333.06	6,649.71	6,982.19	7,331.30	7,697.87	8,082.76
	HOUR	30.0590	31.5819	33.1400	34.7970	36.5369	38.3637	40.2819	42.2960	44.4108	46.6313
Community Service Off	MONTH	3,914.10	4,109.80	4,315.29	4,531.06	4,757.61	4,995.49	5,245.26	5,507.53	5,782.90	
	HOUR	22.5813	23.7104	24.8959	26.1407	27.4477	28.8201	30.2611	31.7742	33.3629	
SHERIFF DETECTIVE	MONTH	4,948.09	5,195.50	5,455.27	5,728.03	6,014.44	6,315.16	6,630.92	6,962.46	7,310.58	7,676.11
	HOUR	28.5467	29.9740	31.4727	33.0484	34.6987	36.4336	38.2553	40.1680	42.1764	44.2853

MOUs 1/1/2017